

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A MEETING OF THE FACULTY
SENATE HELD ON JANUARY 27, 1978,
CONTINUED FROM JANUARY 20, 1978,
IN THE FACULTY CONFERENCE ROOM,
SIXTH FLOOR, LISNER HALL

1 The meeting was called to order at 2:10 p.m., by Provost Bright.

Present: Provost Bright, Registrar Gebhardtshauer, Parliamentarian Smalls, Amling, Birnbaum, Fox, Ginsburg, Heddesheimer, Hill, Jones, Kaye, Kurtz, Kyriakopoulos, Liebowitz, McDonald, Morgan, Rashid, Reesing, Schiff, Schwartz, Schwoerer, Vaill, Wood, and Ziolkowski

Absent: President Elliott, Adams, Kramer, Lessin, Linton, Plotz, Rockoff, Sapin, Solomon, Snodgrass, Tillman, Walker, Wayne, and Zenoff

Since the Senate recessed for lack of a quorum at the January 20th meeting, Professor Morgan moved that the actions on Items 2 and 5(a) and (b), taken at that meeting, be ratified. The motion was seconded and, without objection, passed. The Senate then proceeded to Item 3 on the January 20th Senate agenda.

3 (a) Professor Schwoerer, on behalf of the Committee on Appointment, Salary and Promotion Policies, moved the adoption of Resolution 77/11, "A Resolution Respecting Faculty Tenure," and the motion was seconded. Professor Schwoerer said that the purpose of this resolution was to establish the principle that the regular service faculty in the departments, schools, and colleges will be less than 100% of the full-time teaching faculty because of the concern about curricular and fiscal inflexibility. Based on the data her committee considered, Professor Schwoerer said that it was the committee's inescapable conclusion that The George Washington University was facing a possible decline in enrollment and certainly shifts in the pattern of student enrollment in the schools and colleges, some of which have already occurred. Even though the committee's resolution did not respond to all the implications of the question of tenure, Professor Schwoerer said that she believed it offered a way to deal with this question without threatening in any way the principle of faculty tenure at the University. Professor Morgan asked if the University has limited service full-time teaching faculty as opposed to regular active status faculty because, under the Code, "Limited Service" appointments are for a specified period of a year or less. A discussion followed by Professors Schwoerer, Morgan, Ginsburg, Kyriakopoulos, Amling, Fox, Kurtz, Rashid, and Dean Vaill. Professor Schwoerer said that the committee's intent was to give a greater degree of security to these individuals, but perhaps the titles would have to be changed or modified.

Professor Kurtz said that it seemed to him that this resolution provided control at the departmental level where it must be if the objective of the resolution is to be met. He said that some departments were already 100% tenured and that this resolution would prevent that from occurring in the future. A discussion by Professors Amling, Schwoerer, and Dean Vaill followed. Professor Ziolkowski said that, while he approved of the principle of not having a 100% tenured faculty in a department, he questioned the need or desire for flexibility

in those departments where student enrollments had not dropped off. Professor Schwoerer responded that student enrollment was certainly a consideration, greater in some schools and colleges than in others, but that one could not assume that current areas of growth will continue, and that the resolution provides a built-in flexibility which could meet the exigencies of whatever the future might bring. Professor Amling said that he thought the actions taken by the Senate and the President in terms of a limit on tenure positions do not reflect the competitive nature of The George Washington University among the other leading schools in the country and, if anything, decrease the flexibility and the understanding of this institution as it works in a dynamic society. A discussion followed by Professors Kyriakopoulos, Rashid, Ginsburg, Hill, Kurtz, Ziolkowski, Amling, Schwartz, and Schiff. The question was called and Resolution 77/11 was adopted.

- 3 (b) Professor Schwoerer, on behalf of the Committee on Appointment, Salary and Promotion Policies, moved the adoption of Resolution 77/12, "A Resolution Respecting Limited Service Active Status Faculty Appointments," and the motion was seconded. Professor Schwoerer said that the committee recommended renewable three-year contracts in order to provide greater security for limited service full-time teaching faculty. Professor Fox moved to amend the second line of the resolving clause to read: "offering renewable contracts of up to three years' limit" because, he said, there might be some schools which would like to offer only two-year contracts. The motion was seconded. Professor Hill asked Professor Fox if he would accept the wording "offer renewable contracts of one year or more" which would allow for two, three or more years. Professor Morgan said that there were some problems in offering renewable multi-year contracts to limited service full-time teaching faculty which he had pointed out in the debate on Resolution 77/11 just adopted by the Senate in that the Code defines four categories of active status personnel - regular, limited service, visiting, and research staff - and the only limited service appointments that are currently being given for more than one year are very exceptional, unusual adjunct professor appointments. He said that the Senate should consider very carefully the title to be used for this new category of active status faculty in non-tenure track positions because the University could run into difficulty with the American Association of University Professors. He said that it was not just a matter of semantics because titles, as defined in the Code, carry with them contractual obligations. A discussion followed by Professors Ziolkowski, Morgan, Rashid, Schiff, and Jones. Professor Fox accepted Professor Hill's wording, and the seconder agreed. Professor Schwoerer accepted Professor Hill's amendment to change the wording of the second line of the resolving clause to read: "feasibility of offering renewable contracts of one year or more." A discussion by Professors Morgan, Jones, Fox, and Dean Vaill followed. Professor Morgan moved to amend the resolution by substituting the word "implications" for the word "feasibility" in the second line of the resolving clause, and the motion was seconded. Professor Schwoerer accepted that change. The question was called and Resolution 77/12, as amended, was adopted unanimously.

- 6 Under Brief Statements, Professor Morgan read the following announcement from Ronald W. Howard, Director of Alumni Support, Development Office:

The "George Calling" Telethon on behalf of the University's Annual Support Fund will be held from February 13 thru March 9 this year. Calling will take place in the Marvin Center, Room 410-415, each Monday thru Thursday evening for those four weeks except Monday, February 20 due to the University Commencement. Dinner will be served from 6:00-6:45 p.m. and calling will take place from 6:45-9:30 p.m. All members of the University community are urged to take part in this most necessary venture. Faculty and administrative staff assistance is particularly vital. To volunteer or to get additional information, contact Ron Howard in the Development Office -- X6415.

Professor Morgan reminded the chairmen of the Senate Standing Committees that the annual reports of these committees were due at the February meeting of the Senate. He also reminded members that the committee service forms had been sent to all faculty members and he asked the members to encourage their colleagues who were interested in serving on Senate committees to return the forms as soon as possible to the Senate Office, Rice Hall #411, and not to his office in Building C.

Professor Morgan advised the Senate that Professor Lewis, Chairman of the 1976 Faculty Organization Plan Review Committee, had informed him that he had nothing to report at this time.

Professor Hill asked Professor Schwoerer if the Appointment, Salary and Promotion Policies Committee interpreted the second part of Resolution 77/11, wherein the administration is requested to make a study of the implications of early, partial retirement, as being an option for faculty members and not for the administration. Professor Schwoerer responded that that was the understanding of the committee.

7 Upon motion made and seconded, Provost Bright adjourned the meeting at 3:50 p.m.



Robert Gebhardtshauer
Secretary



Faculty Senate

mailed 1/23/78 a.m.

January 23, 1978

TO: Members of the Faculty Senate

FROM: John A. Morgan, Jr., Chairman *John A. Morgan Jr.*
Executive Committee of the Faculty Senate

RE: Meeting of the Faculty Senate on Friday, January 27,
1978

The very small attendance at Friday's Faculty Senate meeting resulted in having to suspend the meeting for lack of a quorum before our business was completed. Consequently, the meeting will resume this Friday, January 27, 1978, at 2:10 p.m., in Lisner Hall, 6th Floor, Faculty Conference Room. At that time we will be dealing with the report and resolutions from the Committee on Appointment, Salary and Promotion Policies. This is, as you know, a very important matter of concern to all members of the faculty, so please make every effort to attend.

JAMjr/dt

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